

FAQ's for RN ISP as detailed in **ALARACT MESSAGE**

**FAQ's are not intended to supersede or conflict with any language in the original ALARACT.

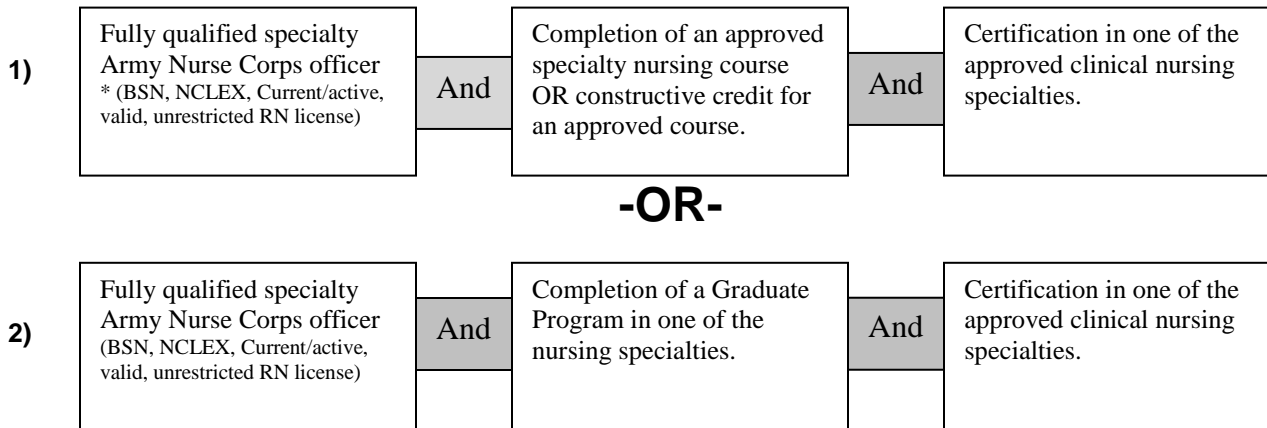
UPDATE 28 JUNE 2010

The Army Nurse Corps RN Incentive Pay Program has been extended for FY09-10. This FAQ serves as an implementation reference for this program which began in July 2007.

Which ANC officers qualify for the RN ISP?

According to the ALARACT, all "Fully Qualified Specialty RN's" qualify for the ISP.

Fully Qualified Specialty RN's are defined as either:



What constitutes a TSG approved course?

All Army AOC/ASI Nursing Specialty courses meet the requirement for a TSG approved course. This now includes the AN Residency Program for Medical Surgical Nursing specialty.

Are 66H ANs eligible for ISP?

Yes, once a 66H AN has successfully completed the AN Residency Program and obtained certification in Medical Surgical Nursing or one of the other approved certifications. ANs who completed OBLC prior to OCT 2008 and have attained specialty certification may apply for constructive credit for the AN Residency Program. .

Do AOC/ASI, certification, and specialty nursing course need to be in the same specialty in order to qualify for ISP?

AOC, specialty course, and certification must match. However, the Chief, ANC Branch HRC, will make the final determination on awarding ISP.

Define "Graduate Program" relating to the clinical nursing specialties.

(See Table 1.) Qualifying graduate degrees should be recognized as a specialty within the officer's AOC/ASI and have a related specialty certification. ANC Branch, HRC will make final determination of eligibility of qualifying degree.

Can I apply for the ISP before meeting all eligibility criteria?

No. The post graduate course and certification requirements are not waivable. Officers may submit for course constructive credit if experience and work history meets the standards of approved courses.

Can a certification that is in an inactive status qualify me for RN ISP?

No. Certification must be active in order to qualify an officer for ISP.

There are many certifications available to nurses. Which certifications may qualify for RN ISP?

See Table 1. for listing of eligible certifications by AOC. Certification must be directly related to one of the approved clinical nursing specialties. Certification and course should match, however HRC will make the final determination on awarding ISP.

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Does the approved certification for 66Bs still require a Masters to sit for the exam?

The approved specialty certifications for 66Bs have expanded to include the Ambulatory Care Nursing Certification; which does not require a Masters to sit for the exam.

What happened to the Perioperative Nurses eligibility prior to certification?

Perioperative certification eligibility was reviewed and is in line with other specialty certification requirements. Certification must be complete before submission of contract.

What are the RN-ISP amounts?

Unobligated officers may elect for the maximum ISP payment.

Payment amounts/ADSO for the RN ISP is as follows:

- (1) \$5,000/YEAR FOR EXECUTION OF A 1-YEAR AGREEMENT, OR
- (2) \$10,000/YEAR FOR EXECUTION OF A 2-YEAR AGREEMENT, OR
- (3) \$15,000/YEAR FOR EXECUTION OF A 3-YEAR AGREEMENT, OR
- (4) \$20,000/YEAR FOR EXECUTION OF A 4-YEAR AGREEMENT.

What is the definition of obligated and unobligated specialty RN's?

Per RN ISP ALARACT, an officer is considered **obligated** if he/she

- (1) is serving an initial/accession ADSO

AND

- (2) this ADSO was training related (e.g. ROTC, AECP, Nurse Candidate Program, etc), an accession incentive bonus or HPLRP.

An officer is considered **unobligated** if he/she

- (1) has no obligation for training

AND

- (2) did not accept accession incentives

By this definition, an officer who entered through direct accession and did not accept any accession incentives is considered unobligated. RN's who have completed their initial accession ADSO are considered unobligated.

I meet the eligibility criteria for ISP but am serving under my initial training obligation. Am I eligible for an annual bonus or a multi-year bonus?

Eligible officers that have more than one year remaining on their initial training Active Duty Service Obligation (ADSO) are eligible for an annual bonus of \$5,000. They can renew this bonus on an annual basis. They are not eligible for the 2, 3, or 4-year multi-year bonus until they have one year or less left on their initial training ADSO.

When can obligated officers sign for the long term bonus?

Obligated officers will be eligible to sign a multi-year bonus when they have one-year or less remaining on their initial training/incentive ADSO. At this point (one year or less) the RN-ISP ADSO can be served concurrently with the preexisting initial ADSO.

Am I eligible for ISP if I am an O-6 in an identified specialty AOC?

ISP is a discretionary pay not an entitlement pay. This regulates the availability of ISP based on the ANC's needs in your nursing specialty and the current number of officers in grade to maintain budgeted end strength. Contract requests will be reviewed on a case by case by HRC, ANC Branch to determine current force management requirements.

Am I eligible for ISP if I have an ADSO for LTHET, Fellowships, Tuition Assistance, Intermediate Level Education, or Senior Service College?

Yes, provided the educational ADSO is not part of an initial/accession ADSO. RN ISP obligation will run concurrently with any existing service obligations.

If I want to attend LTHET in the future, will ISP affect my application?

Yes, Officers without ISP may be programmed to attend sooner than an officer with ISP if LTHET applicants exceed the number of funded seats available per year. The intent of ISP is to reward AN's for continued service within the AOC as needed by the ANC, therefore schooling could be delayed if the AOC has inventory shortages, until ISP is completed.

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If I am in LTHET, will I continue to receive my ISP?

Yes. However see 13 A. Renegotiation: if your AOC changes on graduation (i.e. 66F), you may continue under RN ISP contract until it expires, but must execute CRNA ISP contracts thereafter. Or you may immediately upon eligibility as a CRNA, renegotiate your RN ISP contract for a higher paying CRNA ISP contract, if applicable.

How do I apply for ISP?

MTF or Unit S-1/Personnel section can assist you with the application process for ISP IAW RN ISP ALARACT Paragraph 11 and 17. The proper sequence for application is:

- 1) Complete the RN ISP contract with all other applicable documentation and route through your local chain of command for approval per the RN ISP ALARACT.
- 2) Mail your completed RN ISP contract, and all other applicable documentation, to the Chief, AMEDD Special Pay Branch (see address just below). Special Pay Branch will then contact Army Nurse Corps Branch and request validation.

The mailing address is:

HQ/DA, Office of The Surgeon General
Chief, AMEDD Special Pay Branch
ATTN: DASG-HRP, Suite 697
5109 Leesburg Pike
Falls Church, VA 22041-3258

Who is the approval authority on the contract?

Your Command is responsible for their internal delegation of approval authority. Since all special pay contractual agreement actions are personnel actions (incur obligation), the approval authority accepted by the Command's Personnel Office is the approval authority accepted for special pay agreements.

Do I need to submit anything else besides a contract request?

Officers must send a copy or verification of current license and board certification with a completed, dated contract. The ORB should reflect the AN Specialty Course and all advanced practice degrees. The OMPF may already have specialty course AERs (DA 1059) and official transcripts of advanced practice degrees on file. However if it does not, a copy of the DA 1059 will be needed. If transcripts are not on file in your OMPF please contact your university Registrar's Office and request official transcripts to be sent directly to ANC Branch.

If a CPT took CSRB in 2007 or 2008, are they eligible for RN ISP ALARACT?

If a CPT took the Army CSRB at \$25K for a 3yr ADSO, they are NOT eligible for the RN ISP until the Army CSRB obligation is served. The CSRB ADSO runs consecutive not concurrent with other ADSOs.

How long will ISP last?

Incentive Specialty Pay is a part of the discretionary pay program for the entire AMEDD. We do not anticipate changes, however the program is subject to annual review and continued funding and support by the Department of Defense, Health Affairs, Secretary of the Army and The Surgeon's General.

Is an Army Nurse Corps Reservist eligible?

Yes. If you are currently on Active Duty status for >1 year, please contact your career manager below to find out the eligibility criteria. If you are not on Active Duty, please contact your unit, or the USAR POC at 404-464-9652 If you are currently activated please use your chain of command.

Can I receive the RN ISP if I am serving as a Retiree Recall?

Yes, once all eligibility requirements are met. NOTE: Your recalled to active duty tour length must allow you to fulfill the active duty service commitment required by the RN ISP.

Can ANC Colonel's receive the RN ISP?

The Army Nurse Corps is currently over strength in Colonels. Therefore starting 1 JAN 2011 all new RN ISP contracts for Colonels will be limited to 2 years. A force structure review is underway to examine the potential to further link RN ISP for Colonels to clinical authorizations.

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Points of Contact:

Your local supporting Personnel Officer is the POC for questions and contract execution.

The Chief, AMEDD Special Pay Branch, Mr. Craig Buss is available by email (craig.buss@us.army.mil) for questions. Mail all completed RN ISP packets to him using the address below.

His mailing address is:

HQ/DA, Office of The Surgeon General

AMEDD Special Pay Branch

ATTN: DASG-HRP, Suite 697

5109 Leesburg Pike

Falls Church, VA 22041-3258

ANC Branch is also available to field questions/concerns regarding the program, or eligibility and criteria.

Please encourage officers to call their Career Manager to discuss RN ISP as it relates to their particular career progression and timelines. Please visit the Army Nurse Corps Branch website for the latest and most up to date Branch contact information.

VISIT THE ANC BRANCH WEBSITE FOR YOUR CAREER MANAGER's CONTACT INFORMATION.

<https://www.hrc.army.mil/site/protect/branches/officer/health/nurse/index.htm>

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TABLE 1.

Qualifying Specialty AOCs	TSG Approved Specialty Courses	Qualifying Graduate Programs	Currently Approved Certifications by AOC -if board certifications is not listed please call HRC for determination
66B	Yes	Community Health CNS or Public Health Masters	- Public or Community Health Nursing (APHN-BC or PHCNS-BC) -Ambulatory Care Nursing -American Public Health Association
66C	Yes	Psych Mental Health CNS Psych Mental Health NP	-Psych-Mental Health NP (PMH NP) -Psych Mental Health CNS(PMH CNS) -Psych Adult CNS -Family Psychiatric & MH NP (FPMH NP)
66E	Yes	Perioperative Nursing	-Certified Nurse in the Operating Room (CNOR) -Certified Registered Nurse, First Assistant (CRNFA)
66G	Yes	Maternal Child CNS Women's Health NP	-Maternal Newborn (RNC-MNN) -Inpatient Obstetric Nursing (RNC-OB) -Women's Health NP (WHNP-BC)
66G8D	NA	Midwifery	-Certified Midwife (CM)
66H	AN Residency Program	MSN, MS, MHA	-Certified Medical-Surgical Registered Nurse (CMSRN) -Registered Nurse Board Certified (RNBC) this is a generic title that covers many specific and relevant certifications: Professional Development/Education, Informatics, Case Management, and Medical-Surgical certification - Nurse Executive (NEBC) - Nurse Executive Advanced (NEABC) - Adult or Pediatric Nurse Practitioner
66H8A	Yes	Critical Care CNS or ACNP	-Critical Care Registered Nurse (CCRN) -Critical Care Clinical Nurse Specialist (CCNS) -Acute Care Nurse Practitioner (ACNP)
66HM5	Yes	Critical Care CNS Emergency/Trauma CNS ACNP	-Certified Emergency Nurse (CEN) -Critical Care Clinical Nurse Specialist (CCNS) -Acute Care Nurse Practitioner (ACNP)
66P	N/A	Family Nurse Practitioner	-Certified Family Nurse Practitioner

**Officers may obtain constructive credit for AN sponsored courses. See the HRC, ANC website for the information paper and sample 4187 for submitting a constructive credit request.